

## SHATTERING ATTITUDINAL BARRIERS...

*According to national statistics one out of seven adults will become disabled before they reach retirement age. Every adult has a 14% chance of becoming disabled.*

- ❖ People with disabilities are people first. This is a *person who happens to have a disability*. “People with disabilities are people first” is a good rule to follow when getting to know someone with a disability, or when talking about someone with a disability.
- ❖ The disability resides in the individual; the handicap resides in the environment.
- ❖ We hire people with disabilities because they can do the job.
- ❖ No job limitations can be applied generally to all disabilities.
- ❖ No decision can be made based on “disability information only.” Always obtain qualifying information about an individual’s abilities and skills.
- ❖ In trying to determine if a reasonable accommodation is required, remember that the person with a disability is usually knowledgeable about his/her disability and potential modifications needed for the job. Start by asking the individual.
- ❖ The provision of reasonable accommodations is an ongoing process. The need for reasonable accommodations may change with new situations and responsibilities and over time.
- ❖ Usually we react to disabilities because of what we know, what we do not know, and the pain and fear we feel internally. It is important to realize how that reaction affects the dynamics of hiring, supervising and working with an employee who has a disability.

**DISABILITY BAROMETER— Ask yourself: Does a statement make sense if I substitute the “disability words” with terms pertaining to other minority groups, such as race, sex, religion, or national origin?**